

7TH BIENNIAL

# POS RESEARCH CONFERENCE

*Illuminating Research for a Positive Future*



**JUNE 23-24, 2015**

DISNEY'S CORONADO SPRINGS RESORT  
LAKE BUENA VISTA, FLORIDA

## **Research Breakout Session: Strength to Strength? Questioning and Cultivating the Use of Strengths in the Workplace**

**Curator: Lea Waters**

This track will begin with a critical review of the strengths literature in an organizational context and asks if a strengths-based approach is a fad or a fundamental business tool. The session will then explore a series of research studies that have used multi-dimensional strength frameworks in specific workplace contexts such as schools, the law and projects teams. Next we will explore distinct strengths in the workplace such as curiosity, creativity and collaboration. The papers include case study, review, conceptual, qualitative and survey designs.

### **Papers Presented (alphabetical order)**

“Character Strengths and Academic Performance in Law Students”

Authors: Margaret Kern & Daniel Bowling

“Character Strengths at Work—New Insights”

Authors: Hadassah Littman-Ovadia, Ariel University, & Shiri Lavy

“Does a Measure of Creative Personality Predict Creative Accomplishment or Self-Actualization?”

Author: Orin Davis

“Schools as Organizations of Strengths”

Author: Mathew White

“Strength Development: Workplace Fad or Fundamental Business Tool”

Authors: Michelle McQuaid & Erin Lawn

“The P-ICIA: A Strength-based Model of Team Development”

Author: Ignacio Pavez

“What Do You Think? The Role of Curiosity and Feedback Seeking in Developing Creative Work”

Authors: Karyn Dossinger & Spencer Harrison

“Work Hard, Play Hard: Developing Collaborative Capacity through Recreation at Work”

Authors: Stephen Courtright, Mat Duerden, & Troy Smith